

EXHIBIT 3

NA

Nihad Awad <nawad@cair.com>

Fri 8/18/2017 6:13 PM

To: Lori Saroya

Cc: Ahmed Diwani

Salaam Sr. Lori

I am writing to let you know that based on your performance evaluation of 2016 and our discussion, we are raising your gross annual salary to \$92,000. I instructed Br. Ahmed Diwani to implement this change retroactively in accordance with the accounting policy.

Your new title will be Chapter Director.

We appreciate your hard work
and dedication to CAIR.

Sincerely,

Nihad Awad

From: Nihad Awad

Sent: Friday



CAIR

Council on American-Islamic Relations